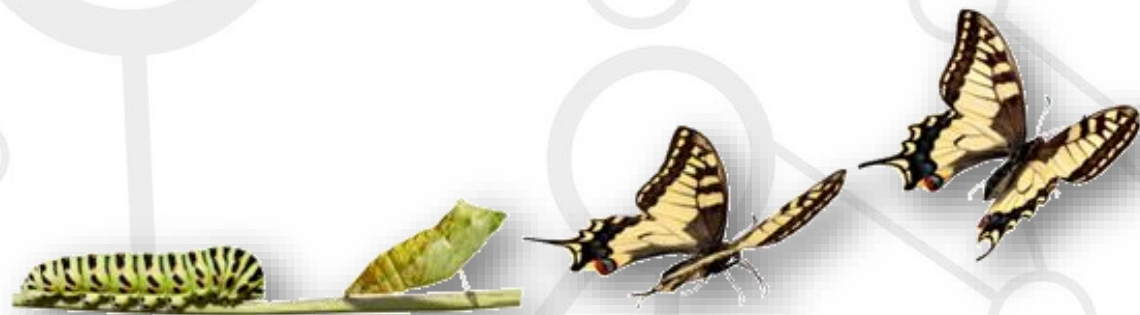


Succession Planning with the Millennial Generation

Rupert Cornford
Business Psychologist,
Carter Corson



CARTER CORSON

A bit about us...

“We may not
change the world,
but we can
change the minds
that might”



- We are a team of experienced business psychologists
- We improve organisational and individual performance through your people
- Matching applied psychology with a pragmatic business approach.
- Combining your expertise in your business, with our expertise in people – there shouldn't be any people-based challenge we can't resolve
- We develop bespoke work that matters



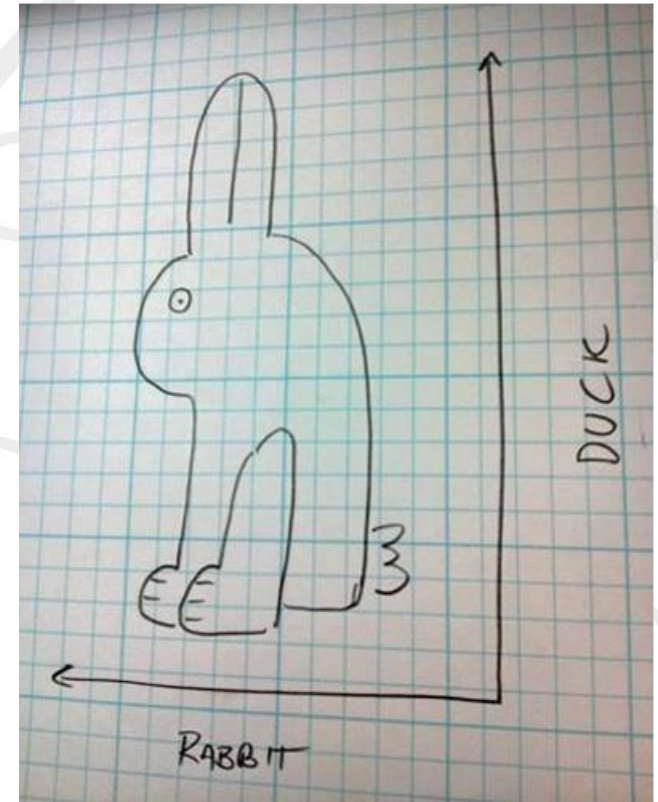
Are you one of those
MILLENNIALS
who are ruining everything?



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Breaking Stereotypes

- All Millennials are impatient and disloyal to their company
- All Baby Boomers are hierarchical and resistant to change



Deloitte Millennial Survey 2017

- Feel most able to have impact on the wider world through their work
- Don't support divisive leaders, or those who aim for radical transformation
- Looking for 'plain, straight-talking language'
- Flexible working practices with full-time stability



Deloitte, 2017



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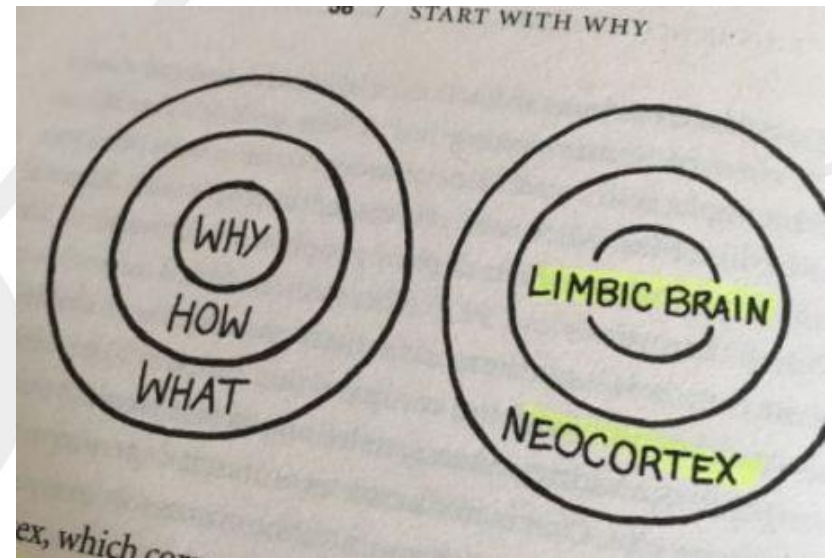
- 35 million reviews, 700,000 companies
- Why staff stay?
 - My work has meaning and impact
 - My values match the company I work for
 - My friend would tell me to work there
- That £ question...

Glassdoor Economic Research, 2007-2016



Start with why? The Golden Circle

- **WHAT:** every single firm on the planet knows what they do.
- **HOW:** some can explain how they are different or better: USP or value proposition.
- **WHY:** very few firms can clearly articulate why they do what they do: purpose or cause?



It's Biology, not Psychology

Hire for the job vs. hire for the belief

Simon Sinek, 2009



First Steps: Where to begin?



- Address stereotypes/perceptions
- Maximise communication and feedback
- Leverage technology at work
- Manage work-life and career flexibility



A letter from the leaders of tomorrow:



Professor Peter Hawkins, Henley Business School



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Keep in touch...

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